

EEO LAWS AND REGULATIONS

Title VII of the Civil Rights Act of 1964

Prohibits employment discrimination based on race, color, religion, sex, or national origin.

The Civil Rights Act of 1991

Amends the Civil Rights Act of 1964 to strengthen and improve Federal civil rights laws, to provide for damages in cases of intentional employment discrimination, to clarify provisions regarding disparate impact actions, and for other purposes. It also provides monetary damages in cases of intentional employment discrimination

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

Requires that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws and requires each federal agency post quarterly on its public Web site statistical data relating to Federal sector EEO complaints filed with the agency

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 Section III Instructions (No FEAR)

EEOC's instructions on the implementation of the NO FEAR Act

Rehabilitation Act

Sections 501, 502, 504, 508 of the Rehabilitation Act of 1973 makes it illegal to discriminate against employees and applicants for employment based on disability. Agencies are required to make reasonable accommodations to the known physical and mental limitations of qualified employees or applicants with disabilities. See [Army's 508 site for guidelines](#)

Age Discrimination in Employment Act (ADEAA)

Protects individuals who are 40 years of age or older by prohibiting age discrimination in hiring, discharge, pay, promotions, and other terms and conditions of employment

Equal Pay Act (EPA)

Men and women who perform substantially equal work in the same establishment from sex-based wage discrimination

[Administrative Dispute Resolution Act of 1996](#)

Defines Alternative as a means of dispute resolution means any procedure that is used to resolve issues in controversy, including, but not limited to, conciliation, facilitation, mediation, fact-finding, mini-trials, arbitration, and/or use of ombuds

[Alternative Dispute Resolution Act of 1998](#)

Further refines an alternative dispute resolution process to include any process or procedure, other than an adjudication by a presiding judge, in which a neutral third party participates to assist in the resolution of issues in controversy, through processes such as mediation, as provided in sections 654 through 658

[29 C.F.R. Part 1614](#)

The basic EEOC guidelines on the management of the EEO program and the EEO complaint process

[EEOC Management Directive-110](#)

EEOC technical manual for managing and implementing the EEO complaint process

[EEOC Management Directive 715](#)

EEOC guidelines for Affirmative Employment and Affirmative Action programs for persons with disabilities.

[Prohibited Personnel Practices](#)

List of prohibited HR management actions that apply to managers in the Federal sector

[Merit Principles](#)

HR guidelines for managers and defines the operational philosophy of managing employee programs

[Uniform Selection Guidelines](#)

Guidelines for analyzing EEO data as well as detail implementation instructions for the management of the employee referral and selection process

ARMY REGULATIONS

AR 690-600: EEO Discrimination Complaints

http://eeoa.army.pentagon.mil/web/pdf_doc/r690-600x.pdf) 625KB [AR 690-600 Figures](#)

AR 600-23: Non-Discrimination in Federally Assisted Programs

http://books.usapa.belvoir.army.mil/cgi-bin/bookmgr/books/r600_23/ccontents

AR 690-12: EEO and Affirmative Action

http://www.usapa.army.mil/pdffiles/r690_12.pdf

AR 600-7: Nondiscrimination on the Basis of Handicap in Programs and Activities Assisted or Conducted by the Department of Army

http://books.usapa.belvoir.army.mil/cgi-bin/bookmgr/books/r600_7/ccontents

AR 690-200, Chapter 254: Civilian Personnel Administration and EEO Support

<http://www.usapa.army.mil/cpol/ar690-200/c3ar690-200chap254/contents.htm>

AR 690-950: Civilian Personnel Career Management

http://docs.usapa.belvoir.army.mil/jw2/xmldemo/r690_950/cover.asp

DoD DIRECTIVES

DoD Directives: DoD Directive 1440.1: DOD Civilian Equal Employment Opportunity Program

<http://www.dtic.mil/whs/directives/corres/html/14401.htm>

DoD Directive 1020.1: Nondiscrimination on the Basis of Handicap in Programs and Activities Conducted by the Department of Defense

<http://www.dtic.mil/whs/directives/corres/html/10201.htm>